

<b>REPORT TO:</b>	Council
<b>REPORT NO:</b>	HCCS/18/19
<b>DATE:</b>	27 March 2019
<b>LEAD MEMBER:</b>	Councillor Mark Pritchard (Lead Member for Organisation – Finance, Performance, Health & Safety and Governance)
<b>CONTACT OFFICER:</b>	Linda Roberts (Tel: 292221)
<b>SUBJECT:</b>	Members' Remuneration – Independent Remuneration Panel for Wales
<b>WARD:</b>	N/A

## **1. PURPOSE OF THE REPORT**

- 1.1 To consider the changes to the Members' Remuneration Scheme for 2019/20 contained in the latest Annual Report of the Independent Remuneration Panel for Wales.

## **2. EXECUTIVE SUMMARY**

- 2.1 The remuneration of Members is determined by the Independent Remuneration Panel for Wales (IRPW). The IRPW is required to publish its Annual Report in February of each year stipulating the levels of pay for the financial year commencing in April of the same year.
- 2.2 The IRPW has now published its Annual Report for the financial year commencing April 2019 in which the two key changes are to increase the basic salary for Elected Members of County and County Borough Councils by £268 per annum and the senior salaries for the Leader, Deputy Leader and Executive Board Members by £800 per annum.

## **3 RECOMMENDATION**

- 3.1 **Members are requested to note the changes in Members' remuneration set out in the Annual Report of the Independent Remuneration Panel for Wales for 2019.**

## REASON FOR RECOMMENDATION

To note the determinations of the Independent Remuneration Panel for Wales in its Annual Report 2019.

### 4. BACKGROUND INFORMATION

- 4.1 The IRPW was established in 2008 and is a permanent body, independent from any other organisation, including County and County Borough Councils, Welsh Government and the Welsh Local Government Association. The IRPW currently operates under the provisions of the Local Government (Wales) Measure 2011 (the Measure). Its role is to prescribe, amongst other things, the maximum levels of allowances payable to Members of County and County Borough Councils.
- 4.2 The IRPW is required to publish its Annual Report containing its requirements for the following financial year in February but prior to its publication must carry out a consultation. Members of this Committee considered the draft report in November 2018 following which a consultation response was submitted by the Leader.
- 4.3 With effect from 1 April 2010 the IRPW determined that Council be placed in three population groups for the purpose of determining the level of senior salaries. Wrexham falls within Group B with a population of between 100,000 and 200,000. No change is proposed in respect of these groupings nor in respect of the maximum number of senior salaries payable within Group B which remains at 18.
- 4.4 The main change in the Annual Report is to increase the basic salary of Elected Members by £268 per annum to £13,868. The IRPW note in their report that when setting the basic salary in 2009 it was aligned to the medium gross earnings of all full time employees living in Wales and was payable at three-fifths of that rate. If the alignment had continued the basic salary would now be closer to £16,000 per annum but increases have not kept pace due to the pressures on public expenditure. The increase equates to 1.97% and would take effect from April 2019. The IRPW considers that the increase will help to limit further erosion of relative levels of remuneration in the basic salary paid to Elected Members. Although public sector funding continues to be constrained, the IRPW consider that a further increase in the basic salary is justified and based on the IRPW's principle that its determinations should be affordable and acceptable.
- 4.5 The other main change is an increase in the senior salaries for the Leader, Deputy Leader and Executive Board Members by £800 per annum, inclusive of the £268 increase to the basic salary. The IRPW has not increased the senior salaries paid to these post holders for 6 years. They have only received any increase applicable to the basic salary of all members. The increase is to recognise the differential in responsibility and workload between a chair of committee and a member of an executive.
- 4.6 In respect of civic salaries, Councils have previously strongly expressed to the IRPW that elected members do not wish to make any choices that require Councils themselves to choose and match the level of activity or duties of a specific member to a given range of salary levels for a role. The IRPW has therefore removed all such choices. If a council decides to pay civic salaries, the IRPW has determined that a

civic head must be paid a Band 3 salary of £22,568 and a deputy civic head must be paid a Band 5 salary of £17,568.

- 4.7 The salary levels are set out on pages 11 and 15 of the Annual Report 2019. Any Member who wishes not to receive the payment or who wishes to exercise their right not to receive the whole amount must notify the Head of Finance (the responsible officer) in writing.

## 5. IMPLICATIONS

- 5.1 **Policy Framework** – As part of its functions, the Democratic Services Committee considered the Annual Report at its meeting on 14 March 2019.
- 5.2 **Budget** – The additional cost of the basic salary, senior salary and civic salary increases would be £20,756 in 2019/20.
- 5.3 **Legal** – The payment of senior salaries is governed by the Local Government (Wales) Measure 2011 and the determinations of the IRPW published in its Annual Report.
- 5.4 **Staffing** – There are no staffing implications arising from this report.
- 5.5 **Equality/Human Rights** – Members are advised of their duty to consider the full Equality Impact Assessment reference CCS/EIA00171/2017. A summary of the equality impact assessment is attached as an appendix.
- 5.6 **Risks** – There are no specific risks identified in this report.

BACKGROUND PAPERS	LOCATION	WEBSITE INFO.
IRPW Annual Report 2019	Website	<a href="https://beta.gov.wales/sites/default/files/publications/2019-02/irp-annual-report-2019.pdf">https://beta.gov.wales/sites/default/files/publications/2019-02/irp-annual-report-2019.pdf</a>